



## **HBMA Ethics and Compliance Committee**

**Who are we?** The Ethics and Compliance committee is currently comprised of thirteen members who bring a wide diversity, depth and breadth of billing company operational compliance experience to HBMA. Our committee includes members representing a wide range of job titles, specialties, and company size—from a five-member company where the owner wears all the hats to a company with hundreds of employees and an attorney compliance officer. We have new HBMA members and charter members. In spite of those differences, each member brings a strong commitment to compliance in their business and our organization.

**What do we do?** The committee has several key responsibilities. We provide input, ideas and recommendations for compliance education and develop HBMA compliance resources for our members. Examples include: the Operational Compliance Course, sessions at the national and regional educational meetings, WebCasts, articles in Billing, and compliance information published on the HBMA website. We are also collaborating with the Education Committee and our HBMA administrative team to develop practical compliance tools for our members.

The committee is responsible for reviewing any complaints against an HBMA member company for violation of our bylaws or Code of Ethics. Based on our assessment, the committee provides appropriate recommendations to the Board of Directors. We are currently preparing a due process policy and procedure to ensure that all members will receive fair and equitable treatment if they are the focus of an ethics complaint. Although we all hoped this would be a rare occurrence, the committee has needed to meet on a variety of complaints over the past year.

In addition, the Committee monitors developments in government compliance initiatives, including OIG and U.S. Attorney enforcement activities, as well as maintaining ongoing dialog with other compliance organizations, such as the Health Care Compliance Association and the American Health Lawyers Association. Committee members initiate communication with federal officials, assist the Government Relations Committee with drafting comments on proposed federal compliance regulations, and review official publications for compliance issues affecting billing companies and/or their constituents.

Finally, the Committee's members monitor coding rules and changes in many specialties and maintain communication with national coding experts in individual specialties

**Why do we do it?** Each of us is proud of HBMA as our organization and wants it to grow and be recognized as the only organization for professional billing companies. We believe HBMA's culture must have a strong focus on ethics and compliance in order to achieve that goal. Each of us has learned that effective compliance improves our bottom line, draws new clients, increases client satisfaction, provides value added service, and streamlines our operations while reducing risk. We want to help every member realize those gains.